



▶ Rethinking TVET systems for a green future

Christine Hofmann
ILO Skills and Employability Branch

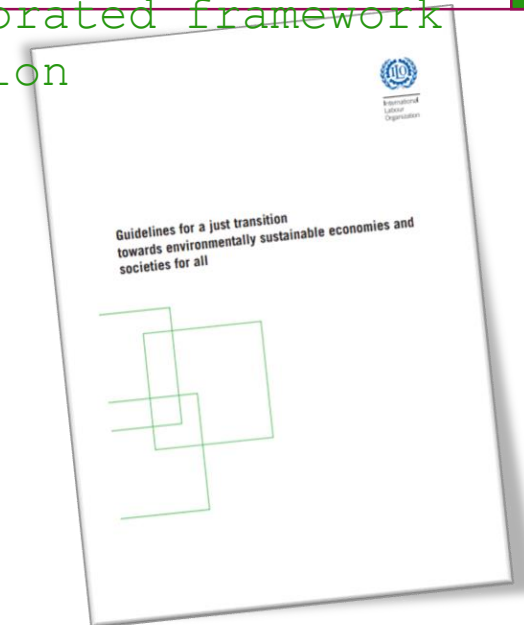
ILO Just Transition Framework

In 2015, the ILO adopted the policy **guidelines for a just transition** towards environmentally sustainable economies and societies for all.

At the ILC in 2023, the ILO adopted the **conclusions concerning a just transition**, reaffirming the 2015 guidelines and a **reinvigorated framework for action**

Skills development &
ALMPs

Key policy areas to address the environmental, economic and social



Investment in reskilling and upskilling is crucial for green transition



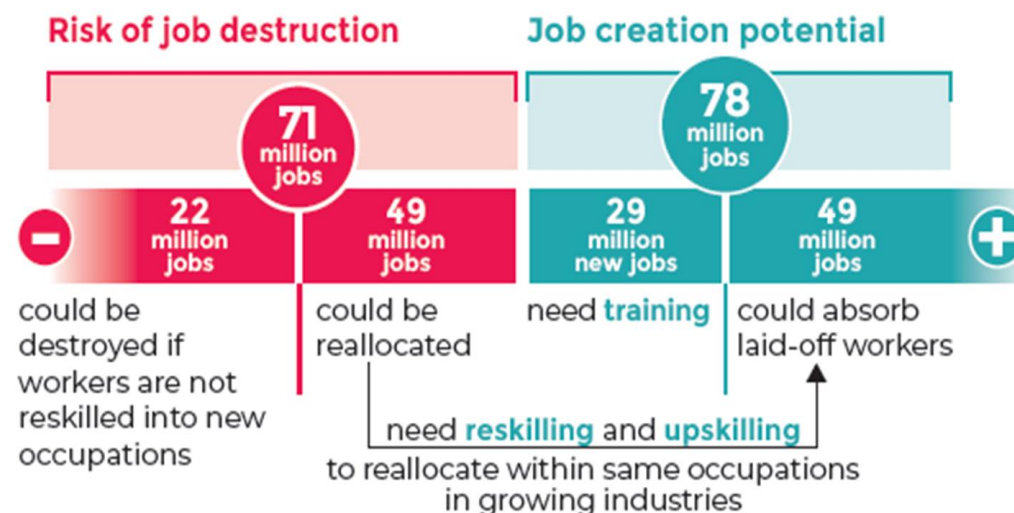
► Energy sustainability scenario, 2030

Potential job growth



► Circular economy scenario, 2030

Potential job growth



Sources: ILO (2019) & Skills for a Greener Future. Infographic (2019).

What should be our goal for TVET and skills development?

Light green

- ▶ Decarbonizing and pollution reduction
- ▶ Targets new 'green jobs', e.g. renewables
- ▶ Reacts to labour market demand
- ▶ Focuses on technical skills
- ▶ Small changes to TVET
- ▶ Relatively passive response

Deep green

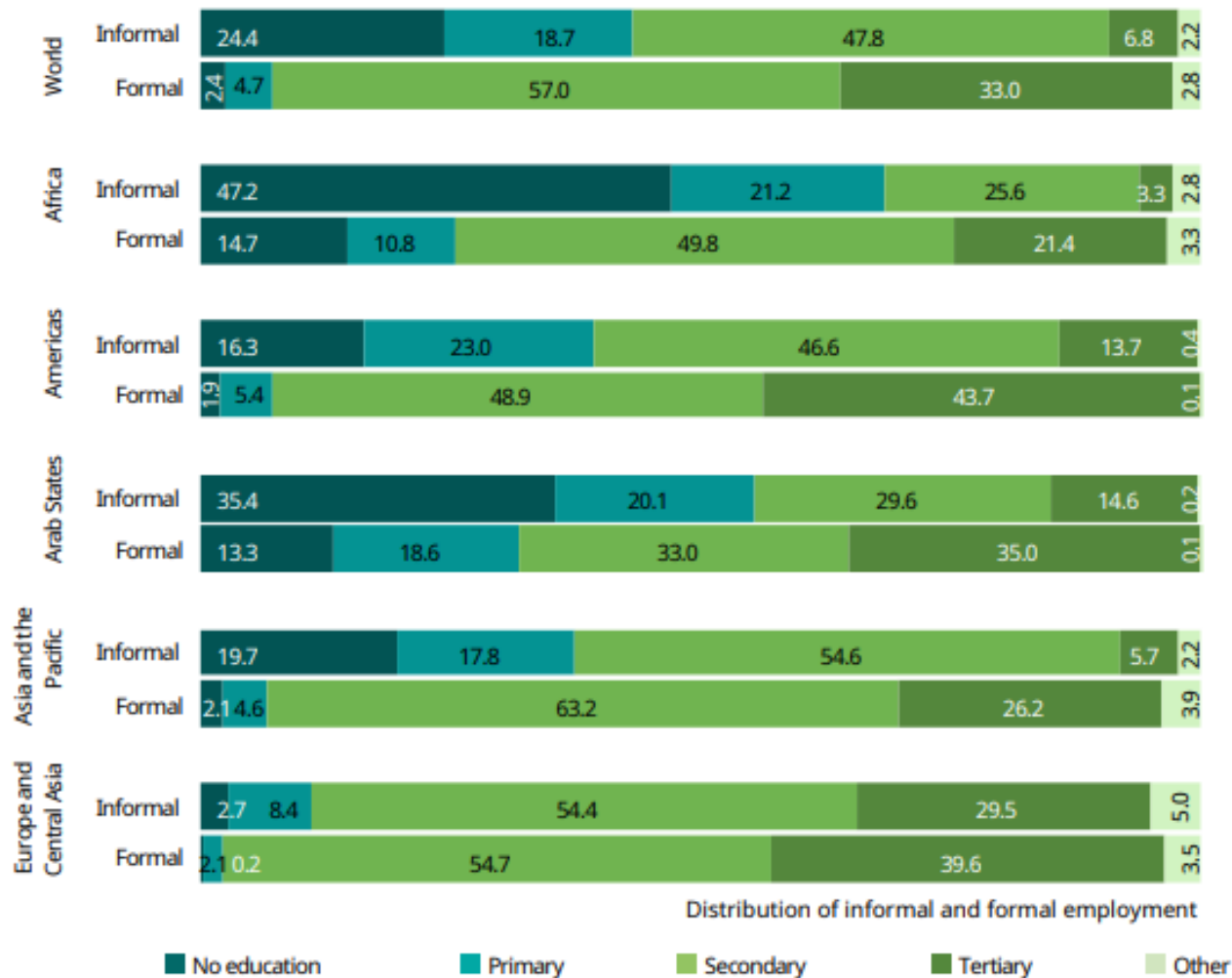
- ▶ Shifting to a **circular economy**
- ▶ Targets **greening all jobs**
- ▶ Also about wider socio-economic goals
- ▶ Also seeks green mindsets and behaviours
- ▶ **Systematic changes** in TVET
- ▶ New teaching and learning

Circular economy

- ▶ 'a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible ... When a product reaches the end of its life, its materials are kept within the economy wherever possible. These can be productively used again and again, thereby creating further value.'

Figure 42. Educational profiles of workers in informal and formal employment, by region (%), 2019

Panel A. Distribution of informal and formal employment



Informality and just transitions – a double challenge

- ▶ Risk of working informally decreases with higher levels of education
- ▶ Low-skilled workers face more challenges to change occupations and re-skill
- ▶ Workers in informal employment have lower access to skills and lifelong learning
- ▶ Some new green jobs are in sectors with high levels of informality: nature-based solutions, construction

In Nigeria, 31% of workers in decentralized renewable energy sector work informally

Source: ILO and IRENA. 2022. *Renewable energy and jobs: Annual review 2022*, International Renewable Energy Agency.

Greening TVET Toolkit

Contents

- ▶ Key learning points
- ▶ Knowledge or ‘theory’ component
- ▶ Self-assessment tools
- ▶ Inspiring practical examples
- ▶ Hints and tips
- ▶ Checklists
- ▶ Links to useful resources



ILO knowledge products and tools on skills for a greener future

Skills for a
Greener
Future: A
global view



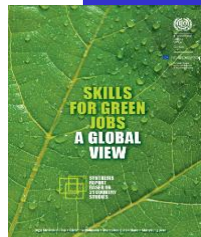
Anticipating
skill needs for
green jobs: A
practical guide



Skills and
Occupation Needs in
Renewable Energy
Skills and
Occupation Needs in
Green Building



Skills for
Green Jobs: A
global view



Policy Brief:
Challenges and enabling
factors to achieve a
just transition



Comparative analysis of
methods of
identification of skills
needs on the labour
market in transition to
the low carbon economy



Greening TVET and
skills
development: A
practical
guidance tool



Just Transition
Policy Brief:
Skills development
for a just
transition



For more information:

skills@ilo.org

ILO SKILLS - <https://www.ilo.org/skills>

Global KSP - <https://www.skillsforemployment.org/skpEng>